

For Your Health and Benefits

From the Arizona Department of Administration
Human Resources/Benefit Options Wellness Program



October 2005

benefit
options
wellness!
Be Well Stay Well.

Complete Your Blueprint for Wellness

Chances to win great prizes...

*Just a few
minutes of your
time...*

*A detailed
report of your
current health
status and risk
factors...*

*Valuable
suggestions to
help improve
your health...*

Did you ever think
that filling out a
survey could have
so many benefits?

If you are a state employee currently
enrolled in the Benefit Options health
plan, you are encouraged to fill out the
online Personal Health Assessment
(PHA) survey, "Blueprint for Wellness",
between October 3rd and October
31st, 2005.

"The PHA survey will help to raise
awareness, drive prevention, establish
risk levels, and focus on changing
behavior," says Maureen Harte-
O'Reilly, a senior account manager
with Walgreens Health Initiatives
(WHI). "The goal is to help employees
be well today and stay well for life."

The latest thinking in wellness

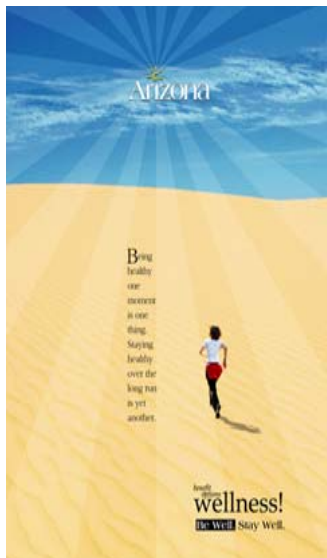
Offered by the state's
prescription benefit
manager—WHI, in
partnership with Quest
Diagnostics Inc., this survey
has been described as "the
latest thinking in wellness
and health improvement".
Many other companies,
including UnitedHealthcare
and Fairview Health
Services, both based in
Minneapolis, are
beginning to offer
employees incentives
to fill out similar health
questionnaires.

"This survey will allow
us to obtain an overall view of
our employees' health," explains
Susan Strickler, ADOA Benefits
Manager. "We can then target
our resources where we need
them."

Participating employees
can look forward to survey
questions related to overall
health, medical history,
personal habits and lifestyle.
Upon completing the survey,
participants will immediately
receive a confidential Personal
Wellness Report. The goal
is for employees to share

this information with their personal
physicians to facilitate discussions on
improving their health and gaining the
benefits of a healthier lifestyle.
Benefit Options will receive a
confidential summary of the survey
findings, which will allow the state to
develop targeted wellness programs
to improve the health of its most
valuable resource—state employees.
It's all part of the state's renewed
focus on wellness.

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Visit www.benefitoptionsPHA.com to
access this survey beginning on
October 3rd, 2005.

**Those that submit a completed
survey will be automatically entered
into a drawing. There are a total of
155 prizes available that include:**

**\$1000 gift card to Target
\$500 gift card to Best Buy
\$250 gift card to CompUSA**

**A full list of prizes, instructions and
frequently asked questions is posted
on the Wellness website.**

www.benefitoptions.az.gov/wellness

**There will be an early bird drawing
for surveys submitted by October
14th. All surveys must be submitted
by October 31, 2005.**

Attention Kingman!

The Wellness Program is teaming up with the Kingman ADOT training office to offer the following classes on Tuesday, October 11, 2005



Any State employee is welcome to attend these free classes. Email JMcGehee@azdot.gov to register for one or all of the following programs.

Headaches

1:00pm-2:00pm

If you or someone close to you suffers from headaches, this class may be for you. It helps you to better understand and manage headache pain by identifying factors that contribute to the onset. What's more, participants develop personalized headache management plans to take home.

Allergies

2:15pm-3:15pm

In this workshop, participants look at different treatment options, including how to avoid some key allergens and asthma triggers.

Herbs and Supplements

3:30pm-4:30pm

There are lots of new nutritional supplements on the market today. This class provides basic information regarding herbs and supplements and the role they play in good health.

Location:

Dept. of Transportation
Kingman District Training Office
3660 E. Andy Devine
Training Classroom, Building 3046
Kingman, Arizona

Classes Available in Flagstaff

Any state employee is welcome to attend the classes listed. Use the contact information listed to register for any of these classes.

Secrets of Stress - (free)

Today, stress levels are higher than ever before. Join Ted Rogers to learn why it's not your job that's causing stress along with techniques and tips to use stress to your advantage, identify simple ways to lower stress and create an action plan to live a health-*ier* lifestyle and love it!

Fit & Fast Cooking Carbo-Cure - (\$1 copay)

Protein programs and diets are the rage in America today. Instructor Ted Rogers will give you the real facts about protein programs and "lift the myth" on the concepts of carbohydrates.



Class participants will receive delicious ideas and Fit and Fast Food recipes to keep you energized, satisfied and happy.

Flagstaff- Tuesday October 25, 2005 Dept. of Economic Security
397 Malpais Lane Conference Room
Call Susan Sedillo at 928-779-4557 x3534 to register.

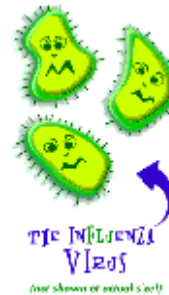
10:00-11:30am - Carbo-Cure
1:00-2:00pm - Secrets of Stress

Flagstaff- Wednesday October 26, 2005 Dept. of Transportation
1801 South Milton Road
Flagstaff District Conference Room
Call Bev Custer at 928-779-7551 to register.

10:00-11:00am - Secrets of Stress
11:30-1:00pm - Carbo-Cure

Flu Shots 2005

Free flu shots for benefit-eligible State employees will be available again this year.



To receive a free flu shot, employees and retirees must know their Employee Identification Number (EIN), show their State ID badge and/or their Benefit Options insurance card (Arizona Foundation, Beech Street, RAN/AMN, Schaller Anderson, UnitedHealthcare).

Temporary and contracted employees (including clerical pool and employees that work less than 20 hours per week) as well as volunteers are not eligible for a free flu shot. Work site events will offer flu shots to these individuals for \$30.

We are also offering several family flu shot events. Spouses, dependents (age 9 and older), and retirees and their spouses that are covered under the Benefit Options plan may receive a flu shot at a family flu shot event.

The full list of locations for worksite and family flu days, including eligibility, is posted at:

www.benefitoptions.az.gov/wellness

Check the list regularly for updates/changes to the schedule.

October is Breast Cancer Awareness Month

Do We Know What Causes Breast Cancer?

Although many risk factors may increase your chance of developing breast cancer, it is not yet known exactly how some of these risk factors cause cells to become cancerous. A woman's hormones somehow stimulate breast cancer growth. Just how this comes about has not yet been worked out.



Researchers are beginning to understand how certain changes in DNA can cause normal breast cells to become cancerous. DNA is the chemical that carries the instructions for nearly everything our cells do. We usually resemble our parents because they are the source of our DNA. However, DNA affects more than our outward appearance.

Some *genes* (parts of DNA) contain instructions for controlling when our cells grow, divide, and die. Certain genes that promote cell division are called *oncogenes*. Others that slow down cell division, or cause cells to die at the right time, are called *tumor suppressor genes*. It is known that cancers can be caused by DNA *mutations* (changes) that "turn on" oncogenes or "turn off" tumor suppressor genes.

The BRCA genes (BRCA1 and BRCA2) are tumor suppressor genes. When they are mutated, they no longer function to suppress abnormal growth and cancer is more likely to develop. Certain inherited DNA changes can cause a high risk for developing cancer in people who carry these changes and are responsible for the cancers that run in some families.

Most DNA mutations related to breast cancer, however, occur in

single breast cells during a woman's life rather than having been inherited. Acquired mutations of oncogenes and/or tumor suppressor genes may result from radiation or cancer-causing chemicals. So far, however, studies have not been able to identify any chemical in the environment or in our diets that is likely to cause these mutations, or a subsequent breast cancer. The cause of most acquired mutations remains unknown.

While there is much that is still unknown, women have already begun to benefit in several ways from recent advances in understanding the genetic basis of breast cancer.

-American Cancer Society

Mammography Screening

Mobile On-Site Mammography is an accredited mobile facility that offers mammograms at the worksites across the State.

Upcoming Locations:

Phoenix- Tuesday, October 11, 2005 7:30am-11:30am Dept. of Environmental Quality 1110 W. Washington

Phoenix- Friday, October 14, 2005 8:00am-5:00pm Dept. of Administration 100 N. 15th Ave.

Phoenix- Wednesday, October 19, 2005 9:00am-4:00pm State Hospital 2500 E. Van Buren

Call Mobile On-Site Mammography at 480.967.3767 or toll free at 1.800.285.0272 to make an appointment or if your office is interested in having the mammography van at your worksite.

Eldercare Support Group

On the second Wednesday of each month, from 12:00pm - 1:00pm, the Aging and Adult Administration hosts a support group for working caregivers who are caring for an elderly relative or friend. This lunch-time support group was started almost 3-years ago primarily for caregivers who work in and around the DES central office buildings, or Capitol complex area. However, any caregivers who find this time convenient to their schedule are welcome to participate.

If you would like to meet others who are in similar roles and to share experiences, learn about caregiving approaches and techniques, and become familiar with elder care resources, then this group is for you.

The purpose for the group is to give caregivers a chance to express their frustrations and feelings caused by their combined caregiving and working duties.

We invite anyone who is a caregiver for a parent or other elderly person to come and join the group.

The next monthly get together for the Elder Caregiver Support Group will be held on October 12th from 12:00pm to 1:00pm, DES building, 1789 W. Jefferson, in the Aging and Adult Administration Conference Room (2nd Floor, south west side). Parking is available for free in the parking garage underneath the building. Bringing your lunch to the meeting is acceptable and encouraged.

Please contact Chris Andrews at 602-542-6431 or candrews@azdes.gov if you have questions or need additional information. Reasonable accommodations can be made for persons with a disability.

Skin Cancer Screening

Any State employee is welcome. Skin cancer screening is free to State employees and includes:



- ▶ A site-specific assessment by a nurse practitioner or physician assistant from Banner Occupational Health.

Screening takes approximately 10 minutes and participants will not be required to fully disrobe.

- ▶ Assessment of risk for cancer, including personal and family medical histories, and lifestyle factors.
- ▶ Educational materials and counseling.

Upcoming Locations

You must have an appointment!

Please call one of the numbers listed below.

Tucson- Monday, October 24, 2005
9:00am-3:30pm State Complex
Tucson 400 W. Congress
Room 444
Call 520-628-6590 to register.

Prescott- Wednesday, October 26, 2005 9:00am-3:30pm Dept. of Transportation 1109 Commerce Dr. District Conference Room
Call 928-777-5871 to register.

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Addressing confidentiality issues

Those concerned about confidentiality related to the survey can be rest assured. According to WHI, all information in the assessment and the Personal Health Report is personal and confidential as

protected by federal law. ADOA will not have access to individual identifiable results.

"All data provided by individuals will remain confidential between WHI and you," says Harte-O'Reilly. "No personal data is shared with the state and all data is legally protected. Data submitted online is password protected and encrypted."

Employees are encouraged to submit honest answers in order to get the most out of the results.

"Participants that answer to the best of their ability will gain the full value of this program," remarks Harte-O'Reilly. "They will have the most insight into their health and how they can focus their energy to improve their health and lifestyle."

Please call toll free 1-800-221-6505 to request a paper or Spanish copy of the survey.

-Jeri Penrose,
Communications Coordinator
State of Arizona Human Resources
jeri.penrose@azdoa.gov.

Get a Massage!

This program is open to State employees at their worksites. The cost is \$10 for a 15-minute massage or \$20 for a 30-minute massage.



The best part is that we come to you! Licensed massage therapists from National Stress Station will travel to worksites with at least 15 interested employees (and/or family members). Call National Stress Station at 480.990.1701 to discuss options for having this program at your worksite.

Weight Watchers®

The Wellness program offers the Weight Watchers at Work program to State employees at State worksites. The "At Work" program is presented as a 10-week series.



From July 1, 2005 through June 30, 2006, all non-University State employees are eligible to join Weight Watchers for \$59.00 for each 10-week series. The fee includes materials. University employees need to check with their University wellness office for current rates.

Spouses and retirees are welcome to attend Weight Watchers classes at a copay of \$90 per 10-week session plus a \$10 charge for materials due at the first session they attend.

If you are interested in attending a class, please call Weight Watchers to check for available classes. Weight Watchers will conduct a free introductory meeting at your worksite. Weight Watchers can be reached at 602.248.0303. Ask to speak to someone in the "At Work" department. Please identify yourself as a State of Arizona employee.

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Wellness Program

100 N. 15th Ave., Suite 103
Phoenix, AZ 85007

www.benefitoptions.az.gov
wellness@azdoa.gov

Persons with a disability may request reasonable accommodation by contacting the Benefits Office. If you need this issue in an alternative format, please call 602.542.5008.